

Expression of Interest

People and Nominations Committee – Independent Committee Member (Voluntary)

SGLMG is the non-for-profit member-based organisation that organises the Sydney Gay and Lesbian Mardi Gras Parade and Festival as well as number of other events throughout the year. SGLMG exists primarily to develop the Sydney Gay and Lesbian Mardi Gras for the benefit of Sydney's LGBTQI community, the enjoyment of a wider audience and as a global beacon of diversity, acceptance and LGBTQI rights. We aim to raise the visibility of the lesbian, gay, bisexual, transgender, queer and intersex communities.

Since the first march for freedom in 1978, Mardi Gras has grown into a leading international cultural arts festival with a street Parade that has grown to include 12,500 participants and reach a local, online and broadcast audience of over a 13 million people. SGLMG has evolved to include a strong focus on celebration while maintaining a commitment to social justice for LGBTI communities.

OUR VISION

Our vision is to be a global leader in the promotion of diversity, inclusion, equity and social justice through culture, creativity and partnerships.

THE ROLE

The People and Nominations (PAN) Committee is an advisory committee of the Board of Directors of Sydney Gay and Lesbian Mardi Gras (SGLMG). Its objective is to provide advice and recommendation to the Board on appointments to the Board and Executive positions, develop policies and process in relation to these and monitor the effectiveness of the Board and its Committees.

In this role, you will be one of the Independent Committee Members working alongside other Board representatives, the Company Secretary and one of the Executive team to form the People and Nominations (PAN) Committee. Your strong People, HR and Leadership skills will be well placed to provide expert advice and oversight to the Board regarding Executive, Board and Committee appointments and effectiveness, company structure and rewards & benefits. You will help to ensure that SGLMG is well placed to support, develop and recognise the skills of our teams within a diverse and supportive culture.

KEY ACCOUNTABILITIES

- **Executive Appointment:** The Committee will develop and recommend the process to select the SGLMG Chief Executive Officer (as applicable) and recommend to the Board the appointment and contractual terms of the position.
- **Elected Directors and Evaluation Process:** The Committee will develop and recommend the election selection process to assure members that candidates have the broad commercial experience and other desirable qualities required.
- **Director and Board Associate EOI Appointments:** The Committee will develop and recommend the process to select Director(s) for the purposes of vacant positions and Board Associate appointments
- **Succession Planning:** The Committee will recommend and endorse to the Board succession planning strategies for both the CEO and the Board positions.

TENURE PERIOD

This is a voluntary position with a minimum term of two years. The People and Nominations Committee will sit bi-monthly, preferably in person, and it is expected that there will be a minimum of six meetings per year to be held outside of normal working hours for a period of up to 3 hours per time. More meetings may be required at the discretion of the Chair of the Committee, the Board and/ or the CEO.

SELECTION CRITERIA

Sydney Gay and Lesbian Mardi Gras can only happen with massive community effort and volunteerism; however, it also depends on a backbone of individuals with dedicated specialist knowledge. The successful candidate(s) will bring specialist HR and People skills across a variety of areas including but not limited to Recruitment, Talent & Development, Employee Engagement and Performance Management.

ESSENTIAL

- Minimum 3 to 5 years' experience at a senior People level with strong business and HR acumen across all key areas including Recruitment, Talent & Development, Employee Engagement and Performance Management
- Excellent developer of relationships at a senior management level to be able to shape and deliver strategic people priorities
- Excellent communicator who has a proven track record of building strong relationships with key stakeholders, peers and HR colleagues
- Demonstrated skill in interpersonal relationships, presentations, influence, coaching and verbal and written communications including strong problem-solving skills, critical thinking and analysis

DESIRABLE

- Experience of working in a multi-cultural, diverse and international environment
- Previous experience within a not-for-profit organisation and supporting senior Board positions

APPLICATIONS

Applications addressing the selection criteria (maximum 2 pages) should be accompanied by a covering letter, curriculum vitae and the names and contact details of three referees.

[Applications must be submitted here.](#)

SGLMG is an equal opportunity employer. We welcome applications from candidates with diverse cultural backgrounds and experiences, including people who identify as Aboriginal and Torres Strait Islander, and people with disability.

For enquiries, please call (02) 9383 0900 or email company.secretary@mardigrasarts.org.au.

Applications close: **28 October 2020**

[About Mardi Gras](#)